

HSD UIR Meeting Notes 02-23-04

- Present: Deborah Harris, Mary Flowers, Colleen Kelly, Crystal Baker, Mary Shaw, Meredith Norfolk, David Berrian, Ward Urion, Georgiana Arnold, Martin Friedman, Joe Valentine, Kim Russell-Martin, Julie Nelson, Pat Wells, Kathleen Groshong
- Colleen Kelly facilitated and thanked Joe Valentine for coming to talk with us about the anti-racism training proposal (see attached document).
- Joe explained that the training was still at a very conceptual level.
- It is loosely based off of the City Talks format used previously for the video. That entailed watching the video and breaking at several key points to discuss. There were previously designed discussion questions that each group used and after each video viewing session there were follow up session to continue discussion. This equaled 6 sessions total for the 3 videos.
- There was a great deal of emphasis on using the videos to build on the work that people have been doing already.
- Joe noted that after viewing all the videos, one could not end up at a conclusion other than what the UIR group has been saying all along.
- The goals for showing the series are to:
give people a common language to talk about racism
identify outcomes to measure ourselves regarding how successful we are in undoing racism both internally and externally.
- There will be 4 sessions, 3 of which will be watching the videos and the fourth will be taking what we saw and learned and creating measurable outcomes.
- There is a group being formed to create the content of the training. The UIR group welcomed and encouraged to send at least one or two people to be a part of the collaborative effort.
- Joe noted two important functions of this work group are: to design discussion questions that are specifically relevant to HSD, and to figure out the direction we are going to take this.
- The issue of mandatory vs. not mandatory is very much open for discussion. Patricia is prepared to mandate all managers attend but beyond that is still undetermined.
- Joe also recognized this as a step in a long progression of work, the videos don't address everything but they do give another place to work from. This is a continuation of the work and a way to hopefully expand the circle of people doing it.

- There were some questions about who will decide what the common language is that we use and whether or not old terms that many people are familiar with (such as “gatekeeping”) remain.
- The training design group will be able to determine the way the language is shaped and used. Key terms can be built into both the discussion questions and the outcomes.
- It was stated that some people would like to see the department “getting in it’s own face” about this issue.
- It was noted that we ought to be intentional about this process and not throw away or undermine the processes that have come before.
- It was also noted that we have to be clear that to be effective in this department you need to understand racism.
- This work has to become our real work it can not be the stuff you have to do on top of your “real work”.
- The question was raised of how we make this sustainable beyond administrations.
- Interesting history note: the UIR group originally came out of the Director’s Office.
- Georgiana and Pat are already in the training design group.
- It was decided that the UIR group would send several people to participate in the work group and we will co-sponsor the entire event.
- Joe made clear that we could call him back at any time. If we feel that things are not going well we can ask him back and let him know what we think needs to change.

Next Meeting: March 8th, 12pm-1pm, 13th floor conference room.